## Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## FS (and below)

For 4th Quarter 2012 for period ending September 30, 2012

			Cor	nparati	ve Data	a
Complaint Activity	Pr	evious	2012Thru09-30			
	2007	2008	2009	2010	2011	2012111ru09-30
Number of Complaints Filed	111	113	100	121	146	170
Number of Complainants	102	103	47	114	133	156
Repeat Filers	9	10	4	4	9	9

Complaints by Dosis	Comparative Data												
Complaints by Basis	Pro	Previous Fiscal Year Data											
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2007	2008	2009	2010	2011	2012Thru09- 30							
Race	20	26	23	32	41	42							
Color	4	0	6	0	2	2							
Religion	2	2	2	4	3	6							
Reprisal	57	54	45	39	75	87							
Sex	41	39	32	41	67	70							
PDA	0	0	0	0	0	0							

National Origin	9	10	14	15	20	17
	·		<u> </u>		20	<u> </u>
Equal Pay Act	3	2	0	1	<u> </u> 	0
Age	36	23	35	35	51	48
Disability	26	25	16	26	31	45
Genetics	0	0	0	0	0	0
Non-EEO	2	5	7	11	13	20
			Com	parativ	ve Data	1
Complaints by Issue	Pro	evious l	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2007	2008	2009	2010	2011	2012Thru09- 30
Appointment/Hire	18	12	3	3	12	12
Assignment of Duties	13	14	17	11	18	27
Awards	0	3	4	0	5	5
Conversion to Full-time	0	0	0	1	0	1
Disciplinary Action						
Demotion	2	1	1	0	1	1
Reprimand	3	0	6	1	8	5
Suspension	2	3	5	7	8	13
Removal	1	0	2	1	1	3
Other	3	0	2	2	6	8
Duty Hours	4	3	4	1	3	6
Evaluation Appraisal	5	10	9	5	19	12
Examination/Test	0	1	1	0	0	3
Harassment	1	<u> </u>	1	<u> </u>	1	I.
Non-Sexual	40	51	47	51	73	111

Sexual			8	3	4	5	3	9
Medical Examination			0	0	0	0	0	1
Pay (Including Overting	me)		1	1	2	5	8	6
Promotion/Non-Select	tion		19	18	21	27	34	29
Reassignment								
Denied			0	0	3	1	1	2
Directed			5	0	4	1	5	4
Reasonable Accommo	dation		4	8	3	12	15	17
Reinstatement			1	0	0	1	0	0
Retirement			4	2	5	0	2	0
Termination			9	5	6	12	16	7
Terms/Conditions of Employment			27	31	15	10	21	15
Time and Attendance			9	6	7	0	5	13
Training			3	4	4	1	9	9
Other			5	5	4	18	20	12
				Com	parati	ve Da	ta	
Processing Time		Pr	evious	Fiscal Y	Year D	)ata		2012Thru09-
	2007	2	2008	2009	20	10	2011	30
Complaints pending d	uring fisc	al y	ear		•			
Average number of days in investigation	191.29	24	10.56	249.32	336	5.69	214.77	209.23
Average number of days in final action	374.86	77	70.92	782.83	910	0.62	250.30	172.15
Complaint pending du	ring fisca	al ye	ar whe	re hearii	ng was	reque	sted	
Average number of days in	192.95	25	52.13	248.02	272	2.95	214.85	192.38

investigation													
Average number of days in final action	14.7	70 99.84			251	.26	26	1.82	93	.00		52.30	
Complaint pending duri	ng fis	g fiscal year where hearing was not requested											
Average number of days in investigation	90.0	7	230	0.20	250	0.30	37	3.55	214	1.67	2	231.49	
Average number of days in final action	564.7	0 1	,01	1.49	944	.38	1,10	61.30	348	3.08	2	203.68	
							Com	para	tive l	Data			
Complaints Dismiss Agency	ed b	d by Previous Fiscal Year Data 2012Thru09-											
rigency			2	007	200	8 2	009	2010	20	11		30	
Total Complaints Dismi	ssed	by		20	9		10	11	2	20		18	
Average days pending p	rior t	О	4	163	139	1	.08	169	1	16	77		
Co	mpla	ints	<b>W</b>	ithdr	awn	by (	Com	plaina	ints				
Total Complaints Without Complainants	lrawn	by		7	8		3	4		3		7	
						Con	ıpar	ative ]	Data	ı			
Total Final Agency			Pr	eviou	ıs Fi	scal	Year	r Data	ì		2012	Thru09-	
Actions Finding Discrimination	20	07	2	2008	2	009	2	010	20	11		30	
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		1		4		12		11		3		
Without Hearing	0	0	1	100	4	100	10	83	10	91	3	100	
With Hearing	0	0	0	0	0	0	2	17	1	9	0	0	
Findings of						Com	para	tive l	Data				
Discrimination Rendered by Basis			Pr	eviou	s Fi	scal `	Year	· Data	1		2012	2Thru09-	

Note: Complaints can	20	007	2	008	2	009	20	10	20	)11		30
be filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		4		12		11		3	
Race	0	0	0	0	1	25	1	8	0	0	1	33
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	1	100	2	50	7	58	4	36	1	33
Sex	0	0	1	100	2	50	1	8	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	25	1	8	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	1	25	3	25	2	18	1	33
Disability	0	0	0	0	0	0	3	25	5	45	1	33
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	1	8	0	0	0	0
Findings After Hearing	0		0		0		2		1		0	
Race	0	0	0	0	0	0	1	50	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	1	50	0	0	0	0
Sex	0	0	0	0	0	0	1	50	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0

Total Number Findings	0		1		4		12		11		3	
	#	%	#	%	#	%	#	%	#	%	#	%
Rendered by Issue	2	007	1	2008	2	2009	20	10	20	)11		30
Findings of Discrimination			P	reviou	ıs F	'iscal	Year	r Dat	a		2012	Γhru09-
		Comparative Data										
Non-EEO	0	0	0	0	0	0	1	13	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	1	13	4	40	1	33
Age	0	0	0	0	0	0	2	25	2	20	1	33
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	100	1	13	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	1	100	0	0	0	0	0	0	0	0
Reprisal	0	0	1	100	0	0	5	63	4	40	1	33
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Race	0	0	0	0	1	100	0	0	0	0	1	33
Findings Without Hearing	0		1		1		8		10		3	
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	1	50	1	100	0	0
Age	0	0	0	0	0	0	1	50	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0

Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	1	8	0	0	0	0
Awards	0	0	1	100	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	1	9	0	0
Removal	0	0	0	0	0	0	1	8	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	1	33
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	1	9	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	1	25	4	33	5	45	3	100
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non- Selection	0	0	0	0	2	50	1	8	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	1	9	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	2	17	2	18	2	67
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0

Retirement	0	0	0	0	0	0	1	8	1	9	0	0
Termination	0	0	0	0	1	25	1	8	2	18	1	33
Terms/Conditions of Employment	0	0	0	0	1	25	0	0	1	9	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	1	33
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	2	17	0	0	0	0
								'	<u> </u>			
Findings After Hearing	0		0		0		2		1		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	1	50	1	100	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0

Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non- Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	1	50	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
						<u> </u>						
Findings Without Hearing	0		1		4		10		10		3	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	1	10	0	0	0	0
Awards	0	0	1	100	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	-		-		-	-	-	-				
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	1	10	0	0

Previous Fiscal Years			:  -	Pre	vin	ıs Fi		Year		1		Thru09-
Pending Complaints	Filad	l in		<u> </u>	<u> </u>	<u> </u>	Con	npara	ative	Data		<u> </u>
Other - User Defined	0	0	0	0	0	0	2	20	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	1	33
Terms/Conditions of Employment	0	0	0	0	1	25	0	0	1	10	0	0
Termination	0	0	0	0	1	25	1	10	2	20	1	33
Retirement	0	0	0	0	0	0	0	0	1	10	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	2	20	2	20	2	67
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Denied	0	0	0	0	0	0	0	0	1	10	0	0
Reassignment												•
Promotion/Non- Selection	0	0	0	0	2	50	1	10	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	1	25	3	30	4	40	3	100
Harassment												
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	1	10	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	1	33
Removal	0	0	0	0	0	0	1	10	0	0	0	0

	2007	2008	2009	2010	2011	30
Total complaints from previous Fiscal Years	350	324	312	218	0	0
Total Complainants	260	254	247	143	165	187
Number complaints pending						
Investigation	18	10	11	10	8	11
ROI issued, pending Complainant's action	3	1	0	3	0	0
Hearing	18	75	77	57	77	93
Final Agency Action	130	117	42	32	30	27
Appeal with EEOC Office of Federal Operations	4	5	5	6	9	10
			Com	parativ	ve Data	l
Complaint Investigations	Pro	evious	Fiscal Y	Year D	ata	2012Thru09-
	2007	2008	2009	2010	2011	30
Pending Complaints Where Investigations Exceed Required Time Frames	8	18	26	37	30	41